

SUBSTITUTE COMPENSATION

POSITION	RATE	**LONG-TERM RATE	*SHORTAGE DAYS
Classroom Teacher (Regular)	\$100.00 per day	\$110.00 per day	\$110.00 per day
Requirements	Minimum 30 college credit hours, preferred		
Classroom Teacher (Degreed)	\$110.00 per day	\$135.00 per day	\$120.00 per day
Requirements	Must hold bachelor's degree		
Classroom Teacher (Certified)	\$125.00 per day	\$150.00 per day	\$135.00 per day
Requirements	Must hold valid Texas Teaching Certificate		
Classroom Teacher (NCISD Retired)	\$145.00 per day	\$170.00 per day	\$155.00 per day
Requirements	Must be a retired certified teacher from New Caney ISD		
Support Staff Substitute	\$70.00 per day	\$80.00 per day	
Requirements	High School Diploma/GED Required		
Special Education Aide	\$80.00 per day	\$90.00 per day	
Requirements	High School Diploma/GED Required		
Substitute Nurse	\$145.00 per day		
Requirements	Certified Registered Nurse (RN) or Certified Licensed Vocational Nurse (LVN)		
Substitute Bus Driver	\$90.00 per day		
Requirements	Transportation approval required		
Administrator	\$325.00 per day		
Requirements	Superintendent approval required		
Assistant Principal	\$275.00 per day		
Requirements	Superintendent approval required		
Professional	\$250.00 per day		
Requirements	Superintendent approval required		
*Shortage days are defined as days having a low substitute fill-rate. Shortage days are Thursday and Fridays.			
**Long term assignments are defined as an assignment which is anticipated to last at least 15 consecutive days for the same employee or in the same vacant position. The extended position pay begins once the long-term assignment has been approved by Human Resources.			
Transcripts and/or certifications must be on file in our office for the substitute to be compensated at the corresponding rate. Any pay increases will be effective the day the transcript and/or certificate is received by Human Resources and will not be retroactive for any prior days worked. Compensation is based on credentials and assignment rate.			